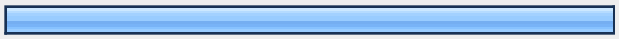
Postdoc Advising Survey

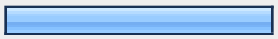
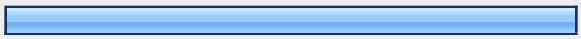
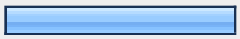
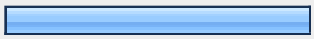
1. As a postdoc advisor, part of my responsibilities includes mentoring postdoctoral fellows and associates in non-research based aspects of their careers (i.e. career development, job search, acclimating to the area/NIST, etc.) in addition to providing scientific guidance and technical advice.

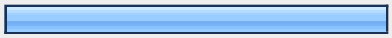
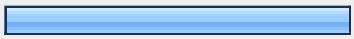
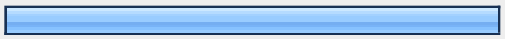
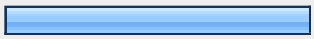
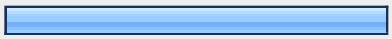
		Response Percent	Response Count
Agree		**94.1%**	**16**
Disagree		5.9%	1
	Comments:		4
	answered question		**17**
	skipped question		**1**

2. As a postdoc advisor, part of my responsibilities includes making sure that my postdoctoral fellows and associates have access to the mentorship in non-research based aspects of their careers that they need to be successful.

		Response Percent	Response Count
Agree		**94.1%**	**16**
Disagree		5.9%	1
	Comments:		3
	answered question		**17**
	skipped question		**1**

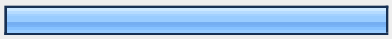
3. From whom do your postdoctoral associates receive the majority of their technical advice? (check all that apply)

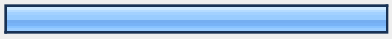
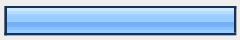
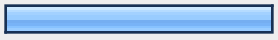
		Response Percent	Response Count
Group Leader		5.9%	1
Project Leader		41.2%	7
Me (their formal advisor)		**88.2%**	**15**
Other Staff		35.3%	6
Peer(s)		47.1%	8
I don't know		0.0%	0
Other		5.9%	1
	If you selected Other, please specify		4
	answered question		**17**
	skipped question		**1**

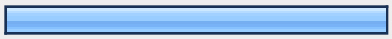
4. From whom should your postdoctoral associates receive the majority of their non-technical mentorship? (check all that apply)			
		Response Percent	**Response Count**
Group Leader		58.8%	10
Project Leader		52.9%	9
Me (their formal advisor)		**76.5%**	**13**
Other Staff		47.1%	8
Peer(s)		58.8%	10
I do not feel this is an important element of the postdoctoral experience.		0.0%	0
Other		11.8%	2
		If you selected Other, please specify	4
		answered question	**17**
		skipped question	**1**

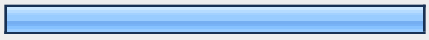
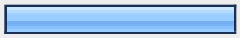
5. Indicate the individuals that you believe should be responsible for providing postdoctoral associates with guidance/support in the following areas: (check all that apply)

	Group Leader	Project Leader	Me (their formal adviser)	Peers	Not my concern	Other	Response Count
Technical/Scientific Advice	23.5% (4)	76.5% (13)	**94.1% (16)**	41.2% (7)	0.0% (0)	0.0% (0)	17
Lab/NIST Procedures (Safety, Purchasing, etc.)	70.6% (12)	64.7% (11)	**88.2% (15)**	29.4% (5)	0.0% (0)	0.0% (0)	17
Lab/NIST Culture (who to talk to, what to expect)	68.8% (11)	56.3% (9)	**87.5% (14)**	43.8% (7)	0.0% (0)	0.0% (0)	16
Career Development	76.5% (13)	58.8% (10)	**82.4% (14)**	41.2% (7)	0.0% (0)	11.8% (2)	17
Soft Skills (Teamwork, Leadership, Oral/Written Communication, Interviewing, etc.)	52.9% (9)	70.6% (12)	**88.2% (15)**	47.1% (8)	0.0% (0)	5.9% (1)	17
Job Searching (Career Path Guidance)	70.6% (12)	70.6% (12)	**88.2% (15)**	47.1% (8)	0.0% (0)	5.9% (1)	17
Acclimating to the area (recreation, volunteer opportunities, resources, etc.)	17.6% (3)	11.8% (2)	64.7% (11)	**88.2% (15)**	0.0% (0)	11.8% (2)	17
						If you selected Other, please specify	4
						answered question	**17**
						skipped question	**1**

6. As a mentor, which style of interaction do you prefer?			
		Response Percent	Response Count
I am proactive in the relationship, offering knowledge and experience when I deem appropriate or when asked.		41.2%	7
I should be responsive to the postdoctoral associate, only offering knowledge and experience when asked.		0.0%	0
Mentoring should be a shared effort that is adaptable to individual circumstances.		**58.8%**	**10**
	Additional Comments:		2
	answered question		**17**
	skipped question		**1**

7. What types of mentoring activities do you encourage or make available to your postdoctoral associates?			
		Response Percent	Response Count
One-on-one conversations with individual mentors		**88.2%**	**15**
Small group discussions on focused topics		58.8%	10
Large informational meetings		35.3%	6
Obtaining information through printed resources (books, reports, popular literature, etc.)		41.2%	7
Other		0.0%	0
	If you selected Other, please specify		1
	answered question		**17**
	skipped question		**1**

8. I am provided with adequate support (training, resources, etc.) to be an effective postdoctoral advisor at NIST.			
		Response Percent	Response Count
Agree		**58.8%**	**10**
Disagree		41.2%	7
		Comments:	6
		answered question	**17**
		skipped question	**1**

9. I am provided with adequate support (training, resources, etc.) to be an effective mentor at NIST.			
		Response Percent	Response Count
Agree		**64.7%**	**11**
Disagree		35.3%	6
		Comments:	6
		answered question	**17**
		skipped question	**1**

10. What types of activities, tools, resources, training or other forms of support would you like to see implemented to make you a better advisor or mentor, or to improve the postdoctoral experience for Polymers Division Postdocs?		
		Response Count
		10
	answered question	**10**
	skipped question	**8**